

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-296254	May 23, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 7700 Maple Street New Orleans, LA 70118	e. Employer Representative Howard Schultz, President and CEO (see attached for (b) (6), (b) (7)(C))	g. e-mail howard.schultz@starbucks.com
		h. Number of workers employed 16
i. Type of Establishment (factory, mine, wholesaler, etc.) retail	j. Identify principal product or service coffee	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
Please see attachment

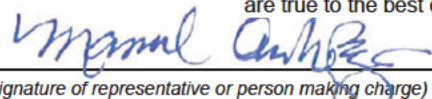
3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St, Philadelphia PA 16103	4b. Tel. No. 646 448 6414
	4c. Cell No.
	4d. Fax No.
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.


(signature of representative or person making charge)

Manuel Quinto-Pozos, Attorney

(Print/type name and title or office, if any)

Tel. No.
(512) 474-6200

Office, if any, Cell No.

Fax No.
(512) 474-7896

e-mail
mqp@ddollaw.com

Address 707 W. 34th St., Suite 3, Austin, TX 78705

Date May 20, 2022


**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer – Starbucks Corporation
NLRB Region 15
May 19, 2022

Section 1(e) – Employer Representative

(b) (6), (b) (7)(C)

A large black rectangular redaction box covering several lines of text.

Section 2. – Basis of the Charge

Within the past six months, the Employer, by its officers and agents, has interfered with, restrained, and coerced its employees in the exercise of their rights guaranteed in section 7 of the Act by creating a coercive and hostile environment meant to intimidate and prevent its employees from supporting Workers United, a labor organization, including taking the following actions:

- A. Cutting employees' hours following the filing of a union representation petition; and
- B. Creating new rules or selectively enforcing rules against, disciplining and discharging employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7) union activity and for engaging in protected concerted activity regarding terms and conditions of employment.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlrb.gov
Telephone: (504)589-6362
Fax: (504)589-4069



Download
NLRB
Mobile App

May 23, 2022

(b) (6), (b) (7)(C)@starbucks.com

(b) (6), (b) (7)(C)

Starbucks Corporation
7700 Maple Street
New Orleans, LA 70118

Re: Starbucks Corporation
Case 15-CA-296254

Dear (b) (6), (b) (7)(C):

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney ZACHARY E. HERLANDS whose telephone number is (504)321-9473. If this Board agent is not available, you may contact Resident Officer STACIA CAMPBELL whose telephone number is (501)508-7091.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. **Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as**

one in which injunctive relief pursuant to Section 10(j) of the Act may be appropriate.

Therefore, in addition to investigating the merits of the unfair labor practice allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly, please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Correspondence: All documents submitted to the Region regarding your case **MUST** be filed through the Agency's website, www.nlr.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format).

Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,



M. Kathleen McKinney
Regional Director

MKM/cs

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

cc: hschultz@starbucks.com
Howard Schultz, Pres & CEO
Starbucks Corporation
700 Maple Street
New Orleans, LA 70118

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER
15-CA-296254

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)

2. TYPE OF ENTITY

☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)

3. IF A CORPORATION or LLC

A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS

5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR

6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).

7A. PRINCIPAL LOCATION:

7B. BRANCH LOCATIONS:

8. NUMBER OF PEOPLE PRESENTLY EMPLOYED

A. TOTAL:

B. AT THE ADDRESS INVOLVED IN THIS MATTER:

9. DURING THE MOST RECENT (Check the appropriate box): ☐ CALENDAR ☐ 12 MONTHS or ☐ FISCAL YEAR (FY DATES _____)

YES

NO

A. Did you provide services valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$ _____

B. If you answered no to 9A, did you provide services valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided. \$ _____

C. If you answered no to 9A and 9B, did you provide services valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$ _____

D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$ _____

E. If you answered no to 9D, did you sell goods valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____

F. Did you purchase and receive goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____

G. Did you purchase and receive goods valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$ _____

H. Gross Revenues from all sales or performance of services (Check the largest amount)

☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.

I. Did you begin operations within the last 12 months? If yes, specify date: _____

10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?

☐ YES ☐ NO (If yes, name and address of association or group).

11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

STARBUCKS CORPORATION

Charged Party

and

WORKERS UNITED

Charging Party

Case 15-CA-296254

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on May 23, 2022, I served the above-entitled document(s) by e-mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C) @starbucks.com
(b) (6), (b) (7)(C)

Starbucks Corporation
7700 Maple Street
New Orleans, LA 70118

hschultz@starbucks.com/
howard.schultz@starbucks.com
Howard Schultz, Pres & CEO
Starbucks Corporation
700 Maple Street
New Orleans, LA 70118

May 23, 2022

Date

Cristina Sanchez, Designated Agent of
NLRB

Name

/s/
Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlr.gov
Telephone: (504)589-6362
Fax: (504)589-4069



Download
NLRB
Mobile App

May 23, 2022

mqp@ddollaw.com

Manuel Quinto-Pozos, Attorney
707 West 34th Street, Ste. 3
Austin, TX 78705

Re: Starbucks Corporation
Case 15-CA-296254

Dear Mr. Quinto-Pozos:

The charge that you filed in this case on May 23, 2022 has been docketed as case number 15-CA-296254. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney ZACHARY E. HERLANDS whose telephone number is (504)321-9473. If this Board agent is not available, you may contact Resident Officer STACIA CAMPBELL whose telephone number is (501)508-7091.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(l) of the Act may be appropriate. In accordance with Section 10(l) of the Act and Section 10200.1 of the Casehandling Manual, the investigation of this charge is given the highest priority and as the Charging Party, you are expected to present your evidence and any position statement within 24 hours from the date of filing the charge. Please be advised that if the Region determines there is reasonable cause to believe that the allegations of the charge are true and that a complaint should issue, the Region shall file on behalf of the Board a complaint in federal district court seeking injunctive relief or temporary restraining order pending adjudication of the alleged unfair labor practice by the Board. If you do not submit your evidence and any position statement by COB on (one day after filing), your charge may be dismissed for lack of cooperation in the investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "M. Kathleen McKinney". The signature is written in a cursive, flowing style.

M. Kathleen McKinney
Regional Director

MKM/cs

cc: rminter@pjbwu.org
Richard Minter
Workers United
22 South 22nd Street
Philadelphia, PA 19103

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

STARBUCKS CORPORATION

and

WORKERS UNITED

CASE 15-CA-296254

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____
Starbucks Corporation

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☒ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: Arrissa K. Meyer
MAILING ADDRESS: Littler Mendelson, P.C., 2001 Ross Avenue, Suite 1500, Dallas, TX 75201
E-MAIL ADDRESS: akmeyer@littler.com starbucksnlrb@littler.com
OFFICE TELEPHONE NUMBER: 214-880-8180
CELL PHONE NUMBER: 972-989-4860 FAX: 214-880-0181
SIGNATURE: /s/ Arrissa K. Meyer
DATE: 5/24/2022 (Please sign in ink.)

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

STARBUCKS CORPORATION

and

WORKERS UNITED

CASE 15-CA-296254

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____
Starbucks Corporation

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

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(REPRESENTATIVE INFORMATION)

NAME: Steven L. Rahhal
MAILING ADDRESS: Littler Mendelson, P.C., 2001 Ross Avenue, Suite 1500, Dallas, TX 75201
E-MAIL ADDRESS: srahhal@littler.com starbucksnlrb@littler.com
OFFICE TELEPHONE NUMBER: 214-880-8108
CELL PHONE NUMBER: 214-926-3453 FAX: 214-880-0181
SIGNATURE: /s/ Steven L. Rahhal
DATE: 5/24/2022 (Please sign in ink.)

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

STARBUCKS CORPORATION

and

WORKERS UNITED

CASE 15-CA-296254

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____
Starbucks Corporation

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☒ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: Amanda Ploof
MAILING ADDRESS: Littler Mendelson, P.C., 2001 Ross Avenue, Suite 1500, Dallas, TX 75201
E-MAIL ADDRESS: aploof@littler.com starbucksnlrb@littler.com
OFFICE TELEPHONE NUMBER: 214-880-8135
CELL PHONE NUMBER: 945-201-5997 FAX: 214-880-0181
SIGNATURE: /s/ Amanda Ploof
DATE: 5/24/2022 (Please sign in ink.)

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
1st Amended CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
15-CA-296254Date Filed
August 8, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 7700 Maple Street New Orleans, LA 70118	e. Employer Representative Howard Schultz, President and CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @starbucks.com (b) (6), (b) (7)(C)	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 16
i. Type of Establishment (factory, mine, wholesaler, etc.) retail	j. Identify principal product or service coffee	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2022, the Employer interfered with, restrained, and coerced its employees in the exercise of their rights guaranteed in section 7 of the Act by disciplining and discharging employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) Union activities and/or protected concerted activities.

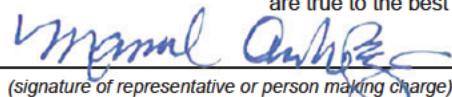
3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St, Philadelphia PA 16103	4b. Tel. No. 646 448 6414
	4c. Cell No.
	4d. Fax No.
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.


(signature of representative or person making charge)

Manuel Quinto-Pozos, Attorney

(Print/type name and title or office, if any)

Tel. No.
(512) 474-6200

Office, if any, Cell No.

Fax No.
(512) 474-7896e-mail
mqp@ddollaw.com

Address 707 W. 34th St., Suite 3, Austin, TX 78705

Date Aug 8, 2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlrb.gov
Telephone: (504)589-6362
Fax: (504)589-4069



Download
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Mobile App

August 9, 2022

akmeyer@littler.com

Arrissa K. Meyer, Attorney
Littler Mendelson, P.C.
2001 Ross Ave., Suite 1500
Dallas, TX 75201-2931

srahhah@littler.com

Steven L. Rahhal, Attorney at Law
Littler Mendelson, P.C.
2001 Ross Avenue, Suite 1500,
Lock Box 116
Dallas, TX 75201

aploof@littler.com

Amanda K. Ploof, Attorney
Littler Mendelson, PC
2001 Ross Avenue, Suite 1500
Dallas, Tx 75201

Re: Starbucks Corporation
Case 15-CA-296254

Dear Ms. Meyer, Mr. Rahhal, and Mr. Ploof:

Enclosed is a copy of the first amended charge that has been filed in this case.

Investigator: This charge is being investigated by Field Attorney ANDREW T. MIRAGLIOTTA whose telephone number is (504)321-9578. If the agent is not available, you may contact Officer in Charge CHRISTOPHER ROY whose telephone number is (901)425-7236.

Presentation of Your Evidence: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control.

Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlr.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email.

Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink that reads "M. Kathleen McKinney". The signature is written in a cursive, flowing style.

M. Kathleen McKinney
Regional Director

MKM/cs

Enclosure: Copy of first amended charge

(See next page for additional parties)

cc: (b) (6), (b) (7)(C) 2starbucks.com
(b) (6), (b) (7)(C)

Starbucks Corporation
7700 Maple Street
New Orleans, LA 70118

Howard.schutz@starbucks.com
Howard Schultz, Pres & CEO
Starbucks Corporation
700 Maple Street
New Orleans, La 70118



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlrb.gov
Telephone: (504)589-6362
Fax: (504)589-4069



Download
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Mobile App

August 9, 2022

mqp@ddollaw.com

Manuel Quinto-Pozos, Attorney
707 West 34th Street, Suite 3
Austin, TX 78705

Re: Starbucks Corporation
Case 15-CA-296254

Dear Mr. Quinto-Pozos:

We have docketed the first amended charge that you filed in this case.

Investigator: This charge is being investigated by Field Attorney ANDREW T. MIRAGLIOTTA whose telephone number is (504)321-9578. If the agent is not available, you may contact Officer in Charge CHRISTOPHER ROY whose telephone number is (901)425-7236.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.


Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlrb.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible.

Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink that reads "M. Kathleen McKinney". The signature is written in a cursive, flowing style.

M. Kathleen McKinney
Regional Director

MKM/cs

cc: rminter@pjbwu.org
Richard A. Minter
Workers United
22 South 22nd St.
Philadelphia, PA 19103-3005

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

STARBUCKS CORPORATION

Charged Party

and

WORKERS UNITED

Charging Party

Case 15-CA-296254

AFFIDAVIT OF SERVICE OF FIRST AMENDED CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on August 9, 2022, I served the above-entitled document(s) by e-mail upon the following persons, addressed to them at the following addresses:

akmeyer@littler.com

Arrissa K. Meyer, Attorney
Littler Mendelson, P.C.
2001 Ross Ave.
Suite 1500
Dallas, TX 75201-2931

aploof@littler.com

Amanda K. Ploof, Attorney
Littler Mendelson, PC
2001 Ross Ave.
Ste. 1500
Dallas, Tx 75201

srahhal@litter.com

Steven L. Rahhal, Attorney at Law
Littler Mendelson, P.C.
2001 Ross Avenue, Suite 1500,
Lock Box 116
Dallas, TX 75201

(b) (6), (b) (7)(C) starbucks.com

(b) (6), (b) (7)(C)
Starbucks Corporation
7700 Maple Street
New Orleans, LA 70118

howard.schultz@starbucks.com

Howard Schultz, Pres & CEO
Starbucks Corporation
700 Maple Street
New Orleans, LA 70118

August 9, 2022

Date

Cristina Sanchez, Designated Agent of
NLRB

Name

/s/

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlrb.gov
Telephone: (504)589-6362
Fax: (504)589-4069

August 10, 2022

By Email Only

Manuel Quinto-Pozos
707 West 34th Street, Suite 3
Austin, TX 78705
mqp@ddollaw.com

Re: Starbucks Corporation
Case 15-CA-296254

Dear Mr. Quinto-Pozos:

We have carefully investigated and considered your charge that Starbucks Corporation has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Charging Party's Right to Appeal: The Charging Party may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: You must file your appeal electronically or provide a written statement explaining why electronic submission is not possible or feasible. Written instructions for the NLRB's E-Filing system and the Terms and Conditions of the NLRB's E-Filing policy are available at www.nlrb.gov. See [User Guide](#). A video demonstration which provides [step-by-step instructions](#) and frequently asked questions are also available at www.nlrb.gov. If you require additional assistance with E-Filing, please contact e-filing@nlrb.gov.

You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. If you cannot file electronically, please send the appeal and your written explanation of why you cannot file electronically to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **August 24, 2022**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than August 23, 2022. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before August 24, 2022**. The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after August 24, 2022, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor requests to limit our use of appeal statements or evidence. Upon a request under the Freedom of Information Act (FOIA) by a party during the processing of an appeal, the Agency's FOIA Branch discloses appeal statements, redacted for personal privacy, confidential source protection, or other applicable FOIA exemptions. In the event the appeal is sustained, any statement or material submitted may be introduced as evidence at a hearing before an administrative law judge. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Very truly yours,

A handwritten signature in black ink that reads "M. Kathleen McKinney". The signature is written in a cursive, flowing style.

M. Kathleen McKinney
Regional Director

MKM/pal

Enclosure

(See: Parties on page 3)

cc: Richard A. Minter
Workers United a/w SEIU
22 South 22nd Street
Philadelphia, PA 19103-3005
rminter@pjbwu.org

Arrissa K. Meyer, Attorney
Littler Mendelson, P.C.
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akmeyer@littler.com

Steven L. Rahhal, Attorney at Law
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srahal@littler.com

Howard Schultz, Pres & CEO
Starbucks Corporation
700 Maple Street
New Orleans, LA 70118
howard.schultz@starbucks.com

(b) (6), (b) (7)(C)

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7700 Maple Street
New Orleans, LA 70118
(b) (6), (b) (7)(C) [@starbucks.com](mailto:starbucks.com)

Amanda K. Ploof, Attorney
Littler Mendelson, Pc
2001 Ross Avenue, Suite 1500
Dallas, TX 75201
apoolf@littler.com
starbucksnlrb@littler.com

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Starbuck's Corporation

Case Name(s).

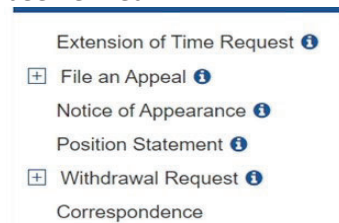
15-CA-296254

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

E-FILING TO APPEALS

1. **Extension of Time:** This document is used when the Charging Party is asking for more time to efile an Appeal.
 - If an Extension of Time is e-filed, and there are additional documents to be e-filed simultaneously with it, please e-file those documents under the selection **Correspondence**.
 - After an Extension of Time has already been e-filed, any **additional** materials to add to the Extension of Time should be e-filed under **Correspondence**.
2. **File an Appeal:** If the Charging Party does not agree with the Region's decision on the case, an Appeal can be e-filed.
 - Only **one (1) Appeal** can be e-filed to **each** determination in the Region's decision letter that is received.
 - After an Appeal has been e-filed, any **additional** materials to add to the Appeal should be e-filed under **Correspondence**.
3. **Notice of Appearance:** Either party can e-file a Notice of Appearance if there is a new counsel representing one side or a different counsel.
 - This document is only e-filed with the Office of Appeals after a decision has been made by the Region.
 - This document can be e-filed **before** an Appeal is e-filed.
4. **Correspondence:** Parties will **select** Correspondence when adding documents or supplementing the Appeal or Extension of Time.
 - Correspondence is used to e-file documents **after** an **Extension of Time, Appeal or Notice of Appearance** has been e-filed.
5. **Position Statement:** The Charging Party or Charged Party may e-file a Position Statement.
 - The Charging Party will e-file this document as a supplement of the Appeal.
 - The Charged Party will specifically file one to support the Region's decision.
 - This document should be e-filed **after** an **Extension of Time, Appeal or Notice of Appearance** has been e-filed.
6. **Withdrawal Request:** If the Charging Party decides to no longer pursue their appeal, he/she can e-file a Withdrawal Request to the Office of Appeals.
 - This document should be e-Filed **after** an **Extension of Time, Appeal or Notice of Appearance** has been e-filed.



7. The selections of **Evidence** or **Other** should no longer be used.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

August 16, 2022

MANUEL QUINTO-POZOS, ESQ.
707 W 34TH ST STE 3
AUSTIN, TX 78705

Re: Starbucks Corporation
Case 15-CA-296254

Dear Mr. Quinto-Pozos:

We have received your request for an extension of time to file an appeal. We are granting you an extension to **September 9, 2022**.

File your Appeal Electronically by September 9, 2022. You must file your appeal electronically via the Agency's website www.nlr.gov and are encouraged to submit a complete statement of the facts and reasons why you believe the Region's decision was incorrect. Remember to allow enough time to complete the electronic filing process by **11:59 pm Eastern Time on September 9, 2022**. Otherwise, your appeal will be late. Instructions on how to file electronically through our e-filing system is on the website.

If Unable to File Electronically, send via Mail by September 8, 2022. If you are unable to file electronically, you must include a written explanation as to why filing electronically was not possible or feasible along with your appeal. These items must be sent through the U.S. mail or by a delivery service **no later than September 8, 2022** and addressed to the General Counsel, NLRB, Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. A copy of the appeal should also be sent to the Regional Director. Please note that the date to send your appeal by mail or delivery service is at least one day prior to the appeal due date. This ensures your appeal is timely no matter what date it is received in this office.

Finally, please be advised that we do not accept appeals through fax or e-mail.

Sincerely,

Jennifer A. Abruzzo
General Counsel



By:

Mark E. Arbesfeld, Director
Office of Appeals

cc: M. KATHLEEN MCKINNEY
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
600 S MAESTRI PL 7TH FL
NEW ORLEANS, LA 70130-3413

ARRISSA K. MEYER, ESQ.
LITTLER MENDELSON, P.C.
2001 ROSS AVE STE 1500
DALLAS, TX 75201-2931

AMANDA K. PLOOF, ESQ.
LITTLER MENDELSON, PC
2001 ROSS AVE STE 1500
DALLAS, TX 75201

STEVEN L. RAHHAL, ESQ.
LITTLER MENDELSON, P.C.
2001 ROSS AVE STE 1500
LOCK BOX 116
DALLAS, TX 75201

vrn

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

Starbucks Corporation
and
Workers United

CASE 15-CA-296254

Starbucks Corporation

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____
Workers United


IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☐ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME:	Sarai King		
MAILING ADDRESS:	Deats, Durst & Owen, 707 W. 34th Street, #3		
	Austin TX		
E-MAIL ADDRESS:	sking@ddollaw.com		
OFFICE TELEPHONE NUMBER:	73720510211000		
CELL PHONE NUMBER:	5124746200	FAX:	5124747896
SIGNATURE:			
DATE:	(Please sign in ink.) Wednesday, September 7, 2022 11:57 AM (UTC-05:00) Eastern Time (US & Canada)		

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

September 9, 2022

MANUEL QUINTO-POZOS, ESQ.
DEATS DURST & OWEN, PLLC
707 W 34TH ST STE 3
AUSTIN, TX 78705

SARAI KING, ESQ.
DEATS DURST & OWEN, PLLC
707 W 34TH ST STE 3
AUSTIN, TX 78705

Re: Starbucks Corporation
Case 15-CA-296254

Dear Mr. QUINTO-POZOS, Ms. King:

We have received your request for an extension of time to file an appeal. We are granting you an extension to **September 16, 2022**.

File your Appeal Electronically by September 16, 2022. You must file your appeal electronically via the Agency's website www.nlrb.gov and are encouraged to submit a complete statement of the facts and reasons why you believe the Region's decision was incorrect. Remember to allow enough time to complete the electronic filing process by **11:59 pm Eastern Time on September 16, 2022**. Otherwise, your appeal will be late. Instructions on how to file electronically through our e-filing system is on the website.

If Unable to File Electronically, send via Mail by September 15, 2022. If you are unable to file electronically, you must include a written explanation as to why filing electronically was not possible or feasible along with your appeal. These items must be sent through the U.S. mail or by a delivery service **no later than September 15, 2022** and addressed to the General Counsel, NLRB, Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. A copy of the appeal should also be sent to the Regional Director. Please note that the date to send your appeal by mail or delivery service is at least one day prior to the appeal due date. This ensures your appeal is timely no matter what date it is received in this office.

Finally, please be advised that we do not accept appeals through fax or e-mail.

Sincerely,

Jennifer A. Abruzzo
General Counsel



By:

Mark E. Arbesfeld, Director
Office of Appeals

cc: M. KATHLEEN MCKINNEY
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
600 S MAESTRI PL 7TH FL
NEW ORLEANS, LA 70130-3413

ARRISSA K. MEYER, ESQ.
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DALLAS, TX 75201

STEVEN L. RAHHAL, ESQ.
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2001 ROSS AVE STE 1500,
LOCK BOX 116
DALLAS, TX 75201

vrn



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

September 19, 2022

MANUEL QUINTO-POZOS, ESQ.
SARAI KING, ESQ.
DEATS DURST & OWEN, PLLC
707 W 34TH ST STE 3
AUSTIN, TX 78705

Re: Starbucks Corporation
Case 15-CA-296254

Dear Mr. Quinto-Pozos, Ms. King:

We have received your request for an third extension of time to file an appeal. We are granting you an extension to **September 23, 2022. No further extensions will be granted.**

File your Appeal Electronically by September 23, 2022. You must file your appeal electronically via the Agency's website www.nlr.gov and are encouraged to submit a complete statement of the facts and reasons why you believe the Region's decision was incorrect. Remember to allow enough time to complete the electronic filing process by **11:59 pm Eastern Time on September 23, 2022.** Otherwise, your appeal will be late. Instructions on how to file electronically through our e-filing system is on the website.

If Unable to File Electronically, send via Mail by September 22, 2022. If you are unable to file electronically, you must include a written explanation as to why filing electronically was not possible or feasible along with your appeal. These items must be sent through the U.S. mail or by a delivery service **no later than September 22, 2022**, and addressed to the General Counsel, NLRB, Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. A copy of the appeal should also be sent to the Regional Director. Please note that the date to send your appeal by mail or delivery service is at least one day prior to the appeal due date. This ensures your appeal is timely no matter what date it is received in this office.

Finally, please be advised that we do not accept appeals through fax or e-mail.

Sincerely,

Jennifer A. Abruzzo
General Counsel



By:

Mark E. Arbesfeld, Director
Office of Appeals

cc: M. KATHLEEN MCKINNEY
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
600 SOUTH MAESTRI PL 7TH FL
NEW ORLEANS, LA 70130-3413

ARRISSA K. MEYER, ESQ.
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2001 ROSS AVE STE 1500
DALLAS, TX 75201-2931

STEVEN L. RAHHAL, ESQ.
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AMANDA K. PLOOF, ESQ.
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2001 ROSS AVE STE 1500
DALLAS, TX 75201

vh



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

September 28, 2022

MANUEL QUINTO-POZOS, ESQ.
SARAI KING, ESQ.
DEATS DURST & OWEN, PLLC
707 W 34TH ST STE 3
AUSTIN, TX 78705

Re: Starbucks Corporation
Case 15-CA-296254

Dear Mr. Quinto-Pozos, and Ms. King:

We have received your timely appeal from the Region's decision in the above-captioned case. We will assign your appeal for processing in accordance with Agency procedures. Please be assured that our review of this matter will include a full analysis of the underlying investigatory file, your appeal, as well as current Board law and processes.

We will notify you and all involved parties of our decision by letter via email as permitted under Section 102.4(c) of the Board's *Rules and Regulations*. If an email address is not available for you, we will provide the decision by mail.

Sincerely,

Jennifer A. Abruzzo
General Counsel

By: _____

Mark E. Arbesfeld, Director
Office of Appeals

cc: M. KATHLEEN MCKINNEY
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
600 S MAESTRI PL 7TH FL
NEW ORLEANS, LA 70130-3413

RICHARD A. MINTER
WORKERS UNITED
22 S 22ND ST
PHILADELPHIA, PA 19103-3005

STEVEN L. RAHHAL, ESQ.
LITTLER MENDELSON, P.C.
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DALLAS, TX 75201

AMANDA K. PLOOF, ESQ.
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2001 ROSS AVE STE 1500
DALLAS, TX 75201

(b) (6), (b) (7)(C)

STARBUCKS CORPORATION
7700 MAPLE ST
NEW ORLEANS, LA 70118

ARRISSA K. MEYER, ESQ.
LITTLER MENDELSON, P.C.
2001 ROSS AVE STE 1500
DALLAS, TX 75201-2931

HOWARD SCHULTZ, PRES & CEO
STARBUCKS CORPORATION
700 MAPLE ST
NEW ORLEANS, LA 70118

kh



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
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January 3, 2023

By Email Only

Manuel Quinto-Pozos
707 West 34th Street, Suite 3
Austin, TX 78705
mqp@ddollaw.com

Re: Starbucks Corporation
Case 15-CA-296254

Dear Mr. Quinto-Pozos:

By letter dated August 10, 2022, I dismissed the charge you filed on behalf of Workers United against Starbucks Corporation. On September 23, 2022, you filed an appeal of this action with the General Counsel.

Revocation of Dismissal: In order to further consider the issues raised in your appeal, I am hereby revoking my earlier dismissal of your charge and resuming processing of the charge. In view of my decision, your charge will be returned from the Office of Appeals to the Regional Office.

Very truly yours,

M. Kathleen McKinney
Regional Director

MKM/pal

(See parties on page 2)

cc: Richard A. Minter
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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

January 5, 2023

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SARAI KING, ESQ.
DEATS DURST & OWEN, PLLC
707 W 34TH ST STE 3
AUSTIN, TX 78705

Re: Starbucks Corporation
Case 15-CA-296254

Dear Mr. Quinto-Pozos and Ms. King:

In view of the Regional Director's letter of January 3, 2023 revoking her dismissal of your charge, your appeal has become moot and the case is hereby closed in the Office of Appeals.

Sincerely,

Jennifer A. Abruzzo
General Counsel

A handwritten signature in black ink that reads "Mark E. Arbesfeld". The signature is written in a cursive, flowing style.

By:

Mark E. Arbesfeld, Director
Office of Appeals

cc: M. KATHLEEN MCKINNEY
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